

76-195
26 JAN 1976

MEMORANDUM FOR: Chairman, Management Advisory Group

SUBJECT : Annual Personnel Plan, Report of Personnel Movement within the Agency

1. At the recent Management Committee Meeting where the Annual Personnel Plan for FY 76 was reviewed, the Director asked that the data in the APP relating to the movement of personnel within the Agency be brought to the attention of the Agency Management Advisory Group. He felt this information would be helpful as background for some of the studies undertaken by the Group and in responding to employee interest in the subject. The Agency's Annual Personnel Plan is collated from the individual APPs submitted by the Career Services, which in turn are developed from the Plans submitted by the respective Career Service Subgroups. Forwarded herewith are the pertinent pages from the APP and copies of several additional charts developed from the APP data.

2. Page 1A, FY 75 Goals and Achievements - Supplement, reflects the movement within the Agency by grade groups, reported as specific Losses or Gains. The Subgroup listing reports the number of personnel who moved, with a change of service designation, between the Subgroups of a Career Service; the Career Service number reflects the same information for movement between the Career Services. In this consolidated report the numbers of Gains and Losses should match as there would be no movement outside the Agency, but unfortunately they do not; however, they are within reason. Also attached is a comparative chart reporting the gross movements for the individual Career Services and a chart with gross numbers showing the percentage of total population. The numbers here have been averaged between "in" and "out" numbers.

3. Page 6 of the APP, Rotational Assignments - GS Professionals, reports the number of rotational tours, intra and inter Career Service, of professional personnel in the Agency. The comparative chart for this page reports the gross numbers for the individual Career Services and the additional charts report the average number and the percentage of total professional population. Again the appropriate "in" and "out"

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numbers do not always match. The rotational tours do not involve a change of service designation and can be approved for any period of time; normally they would involve a personnel action, but this is not essential for inclusion in this report.

4. If we can be of further help in interpreting this data or in providing additional information on the subject, please contact

(Signed) F. W. M. Janney

F. W. M. Janney
Director of Personnel

Atts.
As Stated

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